

CHRONICLE

CUPE LOCAL 728

Volume 50 – Issue 7
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September 2023
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GENERAL MEMBERSHIP MEETING September 20, 2023

The Sept 20th GM will be a HYBRID meeting at 8:00 p.m. You can attend in person at the **Surrey Beavers Athletic Association (Rugby Club) – 17395 57th Ave, Surrey**

PLEASE JOIN US PRIOR TO THE GM AT 6:30pm FOR A WELCOME BACK BBQ.

You must pre-register for this meeting using your FIRST AND LAST NAME even if you plan to attend in person as all voting is done through Zoom. You WILL NOT be let into the meeting unless you register using your first and last name.

Register in advance for this meeting: GM Meeting Link
https://us02web.zoom.us/meeting/register/tZUqduiuqzMuE9HfJ-ruBHI9iwbAg2Z0_Iag

After registering, you will receive a confirmation email containing information about joining the meeting.

SHOP STEWARDS

If you have an issue or a question pertaining to work, please call your Shop Steward, leave a message on the phone number listed below. They will contact you when they are available. The Union office will only refer you to your Shop Steward.

IESW Elementary – Gaylene Garceau.....778-808-4483
IESW Sec/Spareboard
Amanda Williams.....604-818-2019
Clerical - Shannon Levinsky.....778-808-3917
Caretaker – Edward Parsotam.....604-812-2611
MT - Non-Trades – Des Caines.....604-813-1799
MT - Trades – Blair Hofer.....604-723-1921
School & Community Support
Laura Hagar-Gaube.....604-341-6627
Student Support – Nora Hooper.....778-808-5823

Stewards will only respond to emails directed to their Union email (@cupe728.ca) and phone calls to their union phone during non-working hours.

Emails sent to the employer email WILL NOT BE ANSWERED

All Motions must be submitted in writing

- 1. Notice of Motion: Bylaw change 60 days notice (Notice given April 11/23, can vote at June 21/23 GMM)**
Section 3. Meetings
To remove when the meeting will be held the week after Spring Break and add “If a statutory holiday, or any other extenuating circumstance intervenes, the Executive Board shall be authorized to change the meeting date and shall give one week’s notice in writing of any change in the date of the regular meeting.”
Change to:
Section 3. Meetings
Meetings shall be held on the third Wednesday of each month alternating between 8pm and 6pm, except in March, ~~when the meeting will be held the week after Spring Break.~~ “If a statutory holiday, or any other extenuating circumstance intervenes, the Executive Board shall be authorized to change the meeting date and shall give one week’s notice in writing of any change in the date of the regular meeting.”
- 2. Elect one (1) Sick Bank & Benefit Fund committee member for the remainder of the term Oct/21 – Oct/24.**
- 3. Elect a Trustee for a 3-year term 2023 – 2026.**
- 4. Elect Standing Committees:**
 - Three (3) *District Health & Safety*
 - Five (5) *Health & Safety Sub-Committee*
 - Three (3) – eight (8) *Constitution and By-Laws*
 - Three (3) – eight (8) *Political Action*
 - Three (3) – five (5) one (1) of whom shall be retired & appointed by the committee *Pension Committee*
 - Three (3) *School Board Trustee Action*
 - Three (3) *Education Committee*
 - Three or more (3+) *Women’s Committee*
 - Three or more (3+) *Human Rights & Equity*
 - Three or more (3+) *Anti-Contracting Out*
 - *Young Workers*
- 5. Elect eleven (11) Delegates to New West & District Labour Council**

Please go to our website: www.cupe728.ca and look under Constitution & Bylaws for descriptions of committees.

6. Elect fourteen (14) Delegates to the CUPE Metro Vancouver District Council.
7. Present the 2022 Trustee Audit Report

PRESIDENT

Welcome back 10-month employees and thank you for all your amazing work this Summer 12-month employees! School has started up again, with a few glitches but generally smooth for most.

We had huge disappointment this Summer with an increase in contracting out. Work that has been typically done by our members was taken away and we need to stop that. We are going to need to take a hard look and stand at contracting out. We need to come up with a plan on how we can stop it. Our work needs to stay with us, not contractors! We have increased work orders and need more employees. Many positions in the yard remain unfilled leaving more work on others giving the employer an excuse to contract out.

As well we will be working to bring childcare in house. We had meetings at the end of the year and have scheduled recurring ones for this year. We will also try to push this Provincially as well. I am hoping to meet with Rachna to discuss the issues we are having in Surrey.

On a positive note, there is no shortage for IESW's, we actually have a surplus. Another positive is we have far more full-time positions. Base hours were raised in bargaining for elementary from 27.5 to 28, but its hard to see the increase because LIF now is being spread through more full-time positions as well as school calendar hours are down because the Good Friday STAT falls during Spring Break, therefore, instead of 5 days spread there are only 4.

School-based Support Staff positions in the district are being hired. I was at DEC week one of school and HR was interviewing several people in clerical, on top of the big hire in the Summer.

Be aware that September 30th is National Day for Truth and Reconciliation. The statutory holiday will be recognized on Monday, October 2nd. Please stay tuned for events that are taking place in your areas. They will be posted on our Facebook page and website.

In solidarity, Tammy Murphy

1st VICE PRESIDENT

This Summer has flown by! I hope everyone had time to relax and rejuvenate for the new school year. This Summer I spent some time with family and friends as well as in the Union office. I worked on collecting information for upcoming arbitrations and grievances. Our President took some much-deserved vacation days and I covered for her while she was away. Summertime is relatively quiet at the Union office so there is time to catch up and look at future endeavours for our

Local. Your executive has also been working hard over the Summer and I want to thank them all for their dedication and hard work.

The new Collective Agreement will be available soon for everyone to see. With a new agreement, there will be new articles to learn, I encourage you all to look it over and ask questions to your CUPE Executive Shop Steward. We are here to help you understand your rights and how they can be utilized, and how the Collective Agreement protects us as workers. The Collective Agreement is an important document for all CUPE 728 members. It is a 50-year collaboration of the employer and the Union to give employees better health benefits, wages and overall improve working conditions. If you look back at the very beginning, the first Collective Agreement ever written and the one we have now, I am proud of the work that has been done for this local by the past executive and the present one.

I hope you all had some time this Summer to relax and rejuvenate before the new school year commences.

In solidarity, Theresa Pidcock

SECRETARY TREASURER

Secretary Treasurer's Report for the summer:

I hope everyone had the opportunity to enjoy some summer sunshine 😊

- *The 2022 financial audit has come back approved by National.*
- *We are currently in the planning stages for the 2024 budget.*
- *Pending National Convention at the end of October in Quebec*
- *Pending weeklong education in Nanaimo and Harrison*

Executive Board motions carried:

- *none*

Members JEIS/off work 6 days or longer need to know information:

- *Participation with PEBT, our benefit provider, is not optional.*
- *Benefit coverage terminates at the 32nd day of an unpaid leave.*

PEBT's JEIS referrals report statistics:

Month	2019	2020	2021	2022	2023
Jan	79	67	45	142	83
Feb	61	62	43	99	79
Mar	36	57	84	44	70
Apr	53	36	73	91	68
May	66	11	55	90	81
Jun	59	35	61	60	72
Jul	16	17	25	21	13
Aug	11	4	16	21	
Sep	64	96	75	68	
Oct	76	71	61	86	
Nov	76	87	111	116	
Dec	65	65	68	72	
Totals	662	608	717	910	466

In Solidarity, Cory Hyslop

INCLUSIVE EDUCATION SUPPORT WORKERS (IESW) ELEMENTARY

As we start a new school year, we hope you are refreshed and ready for the challenges this year may bring. We continue to educate the membership on understanding how the CA affects our job specifications and would like to hold an online Unit meeting for new(er) members Sept 28th at 4:00pm. You must pre-register for this meeting. This will cover some basics, as well as a Q&A.

Register here: *IESW Unit Meeting link*

<https://us02web.zoom.us/join/zoom-join-link>

Starting a new school year can be exciting, but also terrifying. Please welcome new staff with an open heart and mind. There is never any guarantee of who you'll be working with and there may be many changes over the first month as we all settle in.

Remember to embrace your Low Arousal Strategies. They are designed to keep you and the students safe. Remember that our reactions to situations can often exacerbate a situation. When reacting to dysregulated behaviour, remember that we need to appear calm and to never try to make a student do something because it's Convenient (for us), Compliance (from them), or (our own) Comfort.

If you haven't had your Day 1 Low Arousal, please let your Admin know so you can get the training. If your school needs a refresher, that can also be requested.

In solidarity, Gaylene Garceau

INCLUSIVE EDUCATION SUPPORT WORKERS (IESW) SECONDARY/SPAREBOARD

Welcome Back IESW's!!

I hope everyone had a well-deserved Summer Break & are refreshed & ready to start the new school year. I'm sure you will see some familiar faces as well as some new faces.

Our Caretakers & many other staff worked extremely hard over the Summer to ensure our schools were ready to go for the 2023/2024 school year. Please take the time to thank them for all their hard work over the Summer.

Remember to check your personal e-mail as well as the CUPE 728 website for any upcoming meetings/events. If you are not sure if we have your personal e-mail, please sign up on the CUPE 728 website: www.cupe728.ca. Please fill out the entire form.

I hope everyone has a fantabulous school year, have fun, don't sweat the small stuff & most important remember to make time for yourself.

In solidarity, Amanda Williams

MAINTENANCE TRADES

It's been a crazy busy summertime for us in the trades sector as it always is this time of year. We are still working hard trying to get all the portables up and running but due to mismanagement, contractors, and scheduling problems not all divisions are ready.

Thanks for all the project work done at this time to help make life easier for staff and students as well. We are fighting to get back previously lost work due to hybrid DFC/contractor work models and are fighting the use of contractor's period.

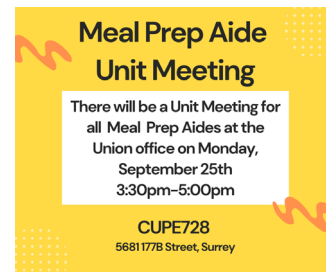
Keep up the good work!

In solidarity, Blair Hofer

SCHOOL & COMMUNITY SUPPORT

Welcome Back!

Remember to take your breaks! If you have a split shift, take your off time. Meeting for Meal Prep Aides is coming up. Sept 25th, remember to call after work hours!



In solidarity, Laura Hagar-Gaube

CARETAKERS

Welcome Back!

Namaste, hope everyone had time this summer for some self care and fun in the sun. For those that worked throughout the Summer thank you and congratulations on your successful completion as all your sites are looking fantastic!

It's been a busy Summer as I was on vacation for most of it but was taking and tending to calls that were coming through.

Health and Safety priorities were key issues that were coming up throughout the Summer. Please remember to fill out your incident reports if you have been injured or experienced a near miss. Many calls went unrecorded and other injuries like rolled ankles, cuts and muscle strains due to moving furniture were many of the recorded. Therefore, the reminder that we have the time and ability to stop, stretch slow down and ask for help. We all have to be aware of what our bodies are telling us, and so if your body is telling you to slow down then slow down, if you need to stop then stop for a micro break.

If you work into a break or have to take a break outside of the regular scheduled time, please call or text your Supervisor.

We are all staging out our supply rooms to be full and accessible, please make sure we are having enough supplies ready for the next person or replacement to help accommodate the time needed to service our sections. Please have disposable and rubber gloves available for all cleaning staff to avoid cross contamination.

Communication with Managers, administration, and staff are very important in our roles. Use the communication books in the offices to pass information and or work orders to administrators and Head Caretaker positions. Be respectful to all as we don't know what is happening in everyone's world and interpretation of what is said could be taken negatively resulting in complaints. Let's work together to complete the tasks at hand and enjoy the rest of the time you have.

Caretakers, you and your work are often overlooked but I would like to take the time to acknowledge you on October 2nd, 2023, as it is National Custodian/Caretaker day!

Thank you, all Caretakers, for doing the work that you do, you are all a vital part of the school system, if it was not for you, we would not be able to successfully open the doors for the next school day.

In solidarity, Edward Parsotam

CLERICAL

Hello all!

Welcome back to those 10-month employees, I hope you got the well-deserved rest we all desperately needed! To the 12-month employees, I hope you had a chance to do something that made your hearts happy and had a chance to relax too!!! We are back at it already! It seems like the summer flew by! I am hoping that the start of your year has been smooth! Next month I will be reporting back with news as we will be having our first Clerical Committee meeting!

Save the date! I want to squeeze in a Clerical Unit Meeting on September 19th at 5:00pm. Hope you can all make it!

Please pre-register through this link: **Clerical Unit meeting**
<https://us02web.zoom.us/meeting/register/tZEsdemhqTsrEtdC0cFonEUvv9kFNa42fWIK>

Remember to take care of yourselves and each other.

In solidarity, Shannon Levinsky



COMMUNICATIONS OFFICER

Welcome to the 2023/2024 school year! I want to thank the membership again for sending me to the Communications Conference back in June. You may have noticed that our social media has been quite active with a bit of a different look to it. I was able to attend many design classes while at the conference and look forward to using that knowledge for our Local.

Over the Summer we had more than 38,000 interactions just on our FB page! If you're not on our FB page you missed out on info on WCB, Mental Health, Endless Savings, and various meetings/events.

Over the Summer I virtually attended the Indigenous Youth As Agents of Change for Self-Determination through the United Nations where we were able to hear from a number of Indigenous youths who are actively taking the lead in their field and making their voices heard at an international level.

Our Local is up for a communications award at CUPE National. We wish all the locals nominated luck and look forward to what the attendees have to bring back.

I am working with CUPE National on our website as currently they have control of how it functions, and I am hoping to bring that back to our local.

In solidarity, Marcey Campbell

THANK YOU NOTES FROM MEMBERS

Below is a list of members who have sent in a thank you card/email this month after receiving flowers/gift basket or gift from CUPE 728.

Ivy X. – Support Cheryl W. – Sympathy
Debbie M. – Sympathy Tracey D. – Sympathy
Kishore C. – Support Syndi N. – Get well

If one of your co-workers is away from work because they have lost a loved one, please contact the union office. We are only notified if a member is away sick from work.



The district does not inform the Union if you have changed your address or contact information, if you moved over the Summer or plan on moving, please update your address, phone number and/or email with the Union via email to office@cupe728.ca or call 604-576-2873

National Day for Truth and Reconciliation

This day honours the children who never returned home and Survivors of residential schools, as well as their families and communities. Public commemoration of the tragic and painful history and ongoing impacts of residential schools is a vital component of the reconciliation process.

This National Day for Truth and Reconciliation, explore the rich and diverse cultures, voices, experiences and stories of the First Nations, Inuit, and Métis peoples.

Start your learning journey today.

Huy ch q'u. Huy tseep q'u. Thank you.
Meegwetch
Hiy Hiy



ORANGE SHIRT DAY SEPTEMBER 30

***In support of National Day for Truth and Reconciliation
We request that you wear an orange shirt at the September 20, 2023, General membership meeting weather you attend in person or via Zoom.***

CUPE 728 would like to congratulate the following members who were elected to sit on CUPE BC Committees:

Tammy Murphy: K-12

Theresa Pidcock: Women's

Debra Merrier: Indigenous

Edward Parsotam: Racialized Workers

Shannon Levinsky: Transportation

Laura Hagar-Gaube: Persons with Disabilities

Allan Henricks: Persons with Disabilities

Cassie Deezar: Young Workers

George Hardy: Occupational Health & Safety

Eric Jaworski: Pension

The Thomas G. Ellis Memorial & CUPE Local 728 Scholarships

Applications are due by September 30, 2023
Application is available at the union office or on
the CUPE website www.cupe728.ca.



Please contact your Executive Shop Stewards if you have any questions or concerns pertaining to your job and/or the Collective Agreement.

DO NOT email them through your surrey schools' email, or to their surrey schools' email.

YOU MUST use a personal email and direct it to your shop stewards **UNION** email.

Shop Stewards **WILL NOT** answer their union phones during working hours, please try to call during non-working hours or leave a message.

Welcome to your EAP

Feel supported and connected with a confidential Employee Assistance Program (EAP) and innovative wellbeing resource. Life can be complicated. Get help with all of life's questions, issues and concerns with TELUS Health. Any time, 24/7, 365 days a year. We offer support with mental, financial, physical and emotional wellbeing. Whether you have questions about handling stress at work and home, parenting and childcare, managing money, or health issues, you can turn to TELUS Health for a confidential service that you can trust.



Life

- Retirement
- Midlife
- Student life
- Legal
- Relationships
- Disabilities
- Crisis
- Personal issues



Family

- Parenting
- Couples
- Separation/divorce
- Older relatives
- Adoption
- Death/loss
- Child care
- Education



Health

- Mental health
- Addictions
- Fitness
- Managing stress
- Nutrition
- Sleep
- Smoking cessation
- Alternative health



Work

- Time management
- Career development
- Work relationships
- Work stress
- Managing people
- Shift work
- Coping with change
- Communication



Money

- Saving
- Investing
- Budgeting
- Managing debt
- Home buying
- Renting
- Estate planning
- Bankruptcy

Employee Assistance Program

Feel supported, connected and rewarded every single day with expert advice, recommendations and referrals from a confidential Employee Assistance Program (EAP), and convenient access to online resources and tools.

1. **Download the TELUS Health One app or visit one.telushealth.com.**
2. **Enter: Your work email address**
3. **Click “Next” and you will be redirected to single sign on for your organization.**



Your confidential *Employee Assistance Program (EAP)*, And resources to support your mental, physical, social, and financial wellbeing

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Call: 1-888-625-1136

Online: onetelushealth.com

